PEOPLE = READINESS
AMC Work Force Demographics
AGE
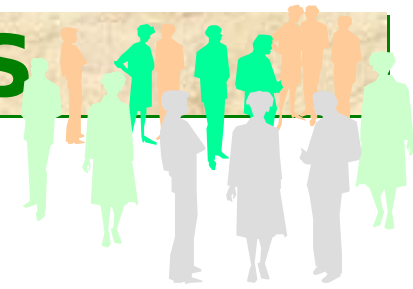
Average Age

Fiscal Year	FY89	FY93	FY97	FY98	FY99
Total Civilian Work Force	42.6	43.9	46.2	46.9	47.5
Career Program (White Collar)	43.1	44.2	46.9	46.7	47.2
Wage Grade (Blue Collar)	42.9	44.3	46.9	47.8	48.5
Other (Clerical Admin/Spt)	41.5	43.1	46	46.8	47.3

AMC Average Age, FY00 = 47.7
(as of :19 Sep 00)

Age Group Distribution (Total Civ Workforce)

Legend: 60+ | 50 - 59 | 40 - 49 | 30 - 39 | 29 & Below

FY89	FY93	FY97	FY98	FY99	FY00
5.8%	5.3%	6.3%	6.7%	7.0%	7.6%
20.8	22.8	30.2	33.8	36.9	38.4
33.6	40.2	40.6	39.4	38.0	36.8%
28.1	25.8	20.2	18.2	16.2	14.5%
11.7%	5.9%	2.7%	1.9%	1.9%	2.7%

	FY89	FY98	FY99	FY05
Retirement Eligibles	15%	37%	39%	53%
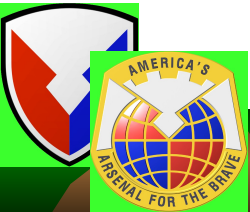
PEOPLE = READINESS

AMC Workforce Development Plan

Welfare to Work Employees

Worker Trainees

AMC Logistics Leadership Center

AMC Fellows Program (White Collar)

Fellowship Training

Reimbursable Work Projects

Apprentice Training

AMC Apprentice Program (Blue Collar)

Recruitment
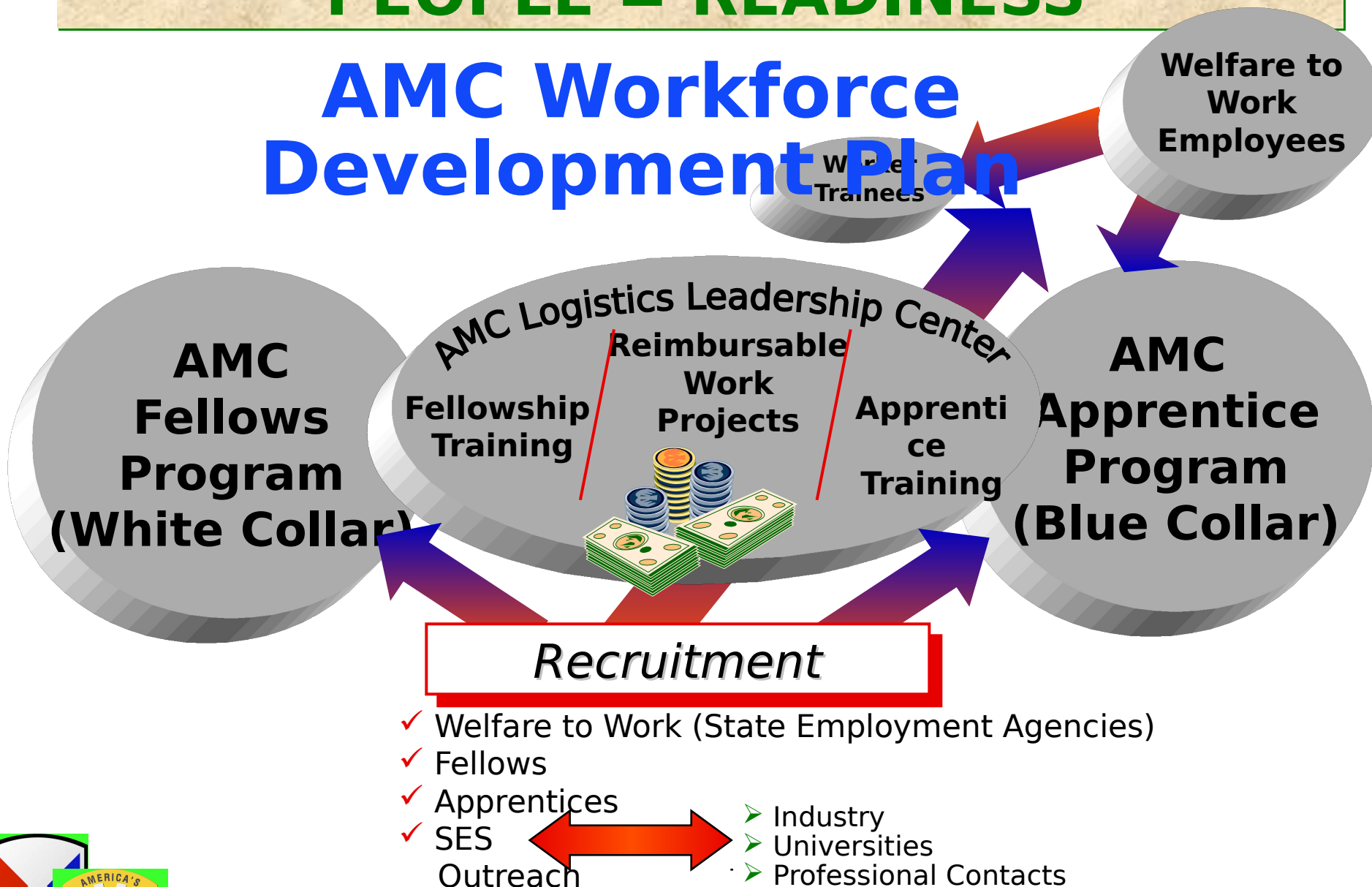
- ✓ Welfare to Work (State Employment Agencies)
- ✓ Fellows
- ✓ Apprentices
- ✓ SES Outreach
  - ➤ Industry
  - ➤ Universities
  - ➤ Professional Contacts

AMC – Your READINESS Command… Serving Soldiers PROUDLY
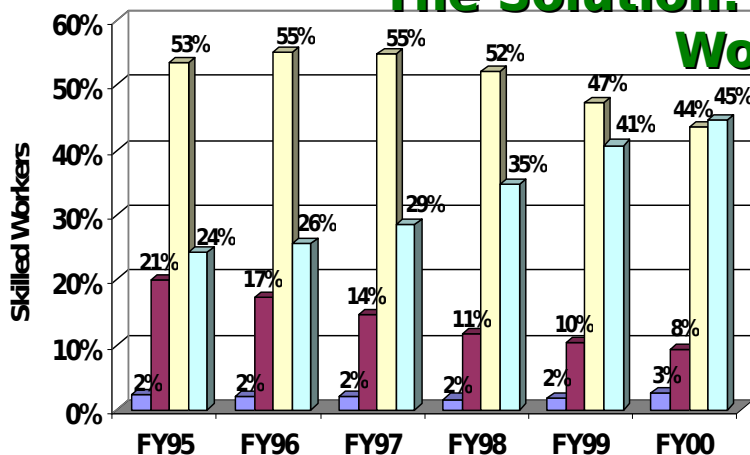
AMC Apprentice Program

The Problem: 89% over 40 w/ 45% over 50
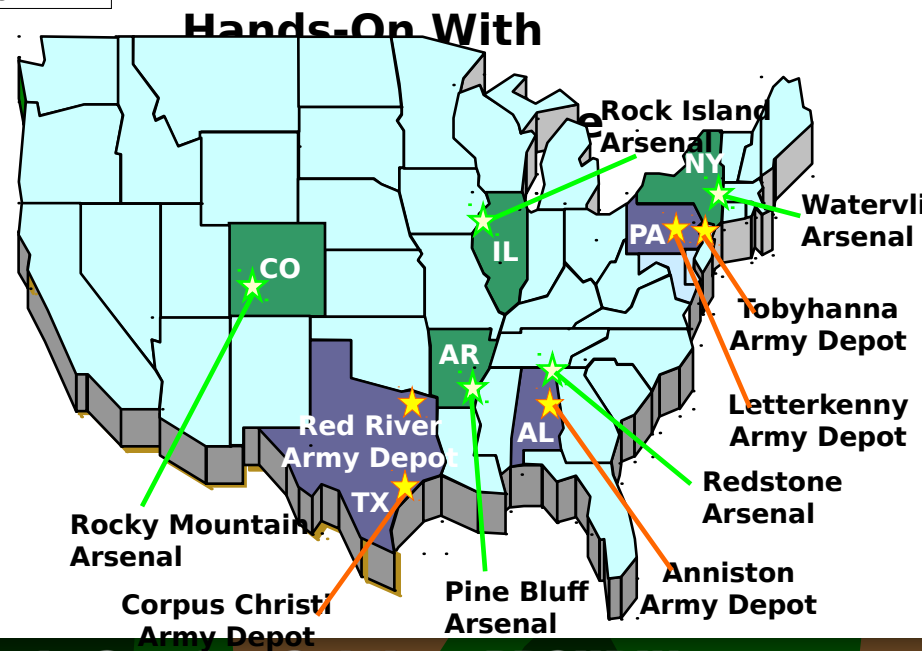
The Solution: Train a Successor Workforce

- ❖ **Recruit Locally**
- ❖ **Determine Training Requirements**
- ❖ **Provide Orientation**
- ❖ **"Learn From the Pros"**
  - **Hands-On With**

Chart — Skilled Workers by AGES:

AGES
- 30 or less
- 31-40
- 41-50
- 51+

	FY95	FY96	FY97	FY98	FY99	FY00
30 or less	2%	2%	2%	2%	2%	3%
31-40	21%	17%	14%	11%	10%	8%
41-50	53%	55%	55%	52%	47%	44%
51+	24%	26%	29%	35%	41%	45%

✳ **Target Following Critical Skill Areas:**
- ❖ **Ammunitions, Explosives, Toxic Materials**
- ❖ **Armament Work**
- ❖ **Aircraft Overhaul**
- ❖ **Metal Work**
- ❖ **Machine Tool/Welding**
- ❖ **Metal Processing**

Map labels:
- **Rock Island Arsenal**
- **NY**
- **Watervliet Arsenal**
- **PA**
- **IL**
- **CO**
- **Tobyhanna Army Depot**
- **AR**
- **Letterkenny Army Depot**
- **Red River Army Depot**
- **AL**
- **Redstone Arsenal**
- **TX**
- **Rocky Mountain Arsenal**
- **Pine Bluff Arsenal**
- **Anniston Army Depot**
- **Corpus Christi Army Depot**

PEOPLE = READINESS

AMC Fellows Program

The Problem: In six critical career programs 72% over 40 w/ 35% >50

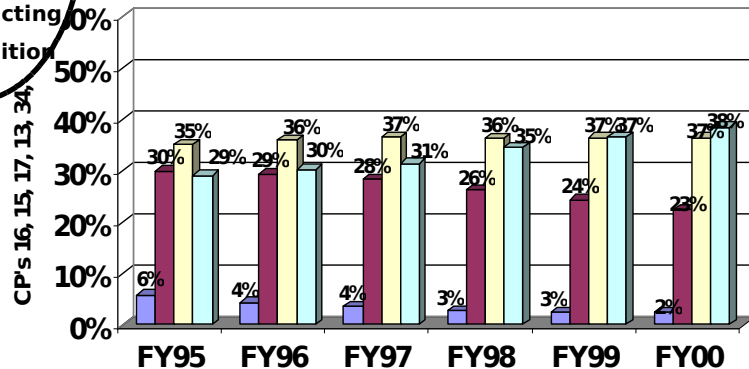**The Solution: Develop a Successor Workforce**

Critical Career Programs:
16-E&S,
15-Quality & Reliability,
17 - Materiel Mt,
13 - Supply, 34 - IT
14 -Contracting & Acquisition

Six Critical CP's

CP's 16, 15, 17, 13, 34,

	FY95	FY96	FY97	FY98	FY99	FY00
30 or less	6%	4%	4%	3%	3%	2%
31-40	30%	29%	28%	26%	24%	22%
41-50	35%	36%	37%	36%	37%	39%
51+	29%	30%	31%	35%	37%	38%

AGES
- 30 or less
- 31-40
- 41-50
- 51+

- **5-year Fellowships**
  - ❖ **2 functional specialties**
  - ❖ **Formal training in HR, RM, Contracting & IT**
  - ❖ **Army Field Experience (Greening) module**

ARMY FIELD EXPERIENCE (GREENING) TRAINING CMD WIDE

* **Train multi-skilled & multi-functional AMC leaders**
* **Cross traditional career program structure**
* **Includes combination of skills in:**
  - ❖ **Supply**
  - ❖ **Contracting**
  - ❖ **Quality & Reliability Assurance**
  - ❖ **E&S (NC)**
  - ❖ **Materiel Maintenance**
  - ❖ **Information Tech**
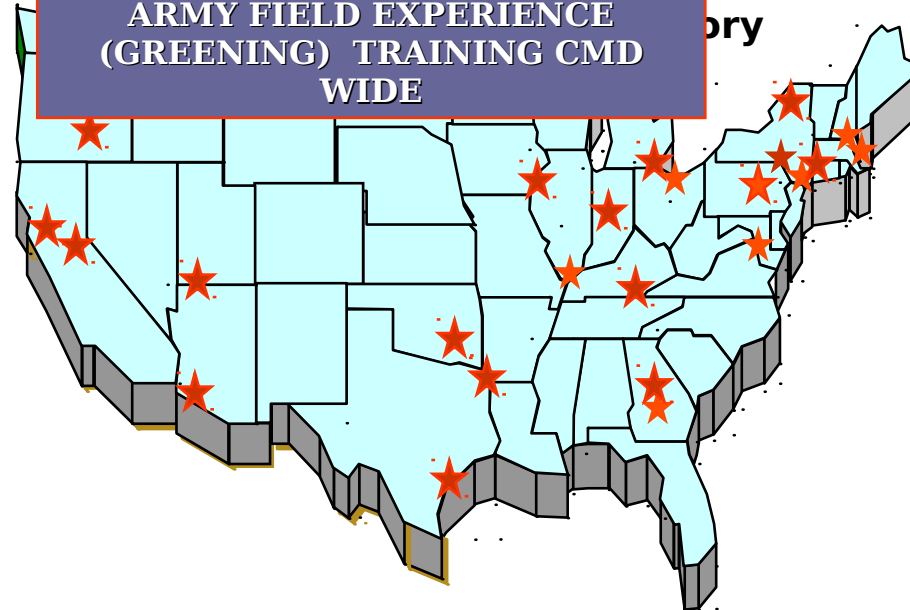
AMC – Your READINESS Command… Serving Soldiers PROUDLY

PEOPLE = READINESS

AMC Army's Test Bed

Transformation

Dynamic New Civilian Personnel Policies
- Responsive Compensation Packages
- Agile Hire & RESHAPE Practices
- Versatile Career Programs

Training
- Fellowship/Apprentice Program
- Mandatory Civilian Education Program
- Developmental Assignment Program

Legacy Workforce	Army Vision	Successor Workforce
RESHAPE Retain Motivate Develop	*Responsive Employable Agile Versatile*	*Recruit Train Develop Shape*

Multi-Skilled-Versatile Multi-Functional-Agile Deployable

AMC Vision:
the most "Esteemed Civilian Workforce" in the Army, DoD, and Civilian